

District Improvement Plan Update

The following is an update on progress during the 2008 – 2009 school year towards our Five Year District Improvement Plan.

GOAL #1: Increase Student Achievement

Indicators:

- Attain State Report Card rating of “Excellent” five of five years.

District = Excellent with Distinction

- Meet Adequate Yearly Progress (AYP) on District Report Card five of five years.

AYP = Met

- Secure a position in top fourth of similar districts in all state testing categories by 2011.
Increased the number of testing categories in the top fourth of similar districts.

- Increase the average SAT and ACT scores for juniors and seniors by 2011.

ACT average scores increased.

SAT average scores increased.

- By 2008-2009 all RHS students will have an academic schedule related to their post high school/career goals and can articulate the relationship between their class schedule and their goals.

Development and implementation of a new guidance plan for the district with a focus on career education and course planning. Career and scheduling program implemented for all incoming ninth grade students at RHS.

- Increase RHS graduation rate to 96% or higher three of five years.

Decreased to 88.8%.

- Continue to increase and develop the use of technology as an instructional tool. The Technology Course of Study will be fully implemented by the start of the 2008 school year.

Implemented Technology Course of Study with the beginning of the 2007-2008 school year. Employed a technology integration specialist to assist elementary teachers. Several technology grants secured by district personnel. Technology plan is for all students to obtain technology skills in grades K-8 with a focus on complete application in grades 9-12.

- Develop and implement a student acceleration policy and increase enrichment opportunities for identified students by the start of the 2008-2009 school year.

Student acceleration policy developed and implemented. Higher expectations for differentiated instruction communicated to instructional staff. District philosophy is that the classroom teacher should be providing enrichment opportunities and more rigorous instruction and assignments to identified students. Online enrichment

courses offered at the high school.

- Research for possible implementation an increase in student ability grouping over the next five years.

Math at RMS is grouped. Student interventions, such as READ 180, provide some ability grouping. Implemented AP Chemistry and AP Physics at RHS. Service Options has also led to higher student achievement and a reduction in behavior issues. The implementation of guided reading and our district focus on literacy are based on student ability and small group instruction instead of whole class instruction.

- Implement changes to RHS student services program to reflect best practices. Student/Parent surveys will show at least a 95% overall student/parent satisfaction rate by 2011.

Implemented a new guidance plan for the district. All guidance counselors in grades K-12 were involved.

- Develop more community service opportunities and increase participation of RHS students.

Greater emphasis on community service. Linked the Junior National Honor Society members with the High School Volunteer Advisory Board. Implemented a student United Way donation campaign at RHS.

- Increase participation in academic competitions for Ross students.

More opportunities shared and encouraged. Student participation rate has increased. New programs include the FIRST Lego League at RMS and the Ohio Mathematics League and Robotics Teams at RHS.

- Increase exposure to other cultures and create more diversity training opportunities for students and staff.

Hosted visiting teachers from Indonesia and Brazil. Implemented ESL programming for students speaking Spanish and Chinese. Addition of Latin and Mandarin Chinese as foreign language options for high school students.

GOAL #2: Employ and Maintain Effective Teachers and Administrators

Indicators:

- Implement a professional development program supporting student achievement goals with an increase in summer opportunities.

Implemented a series of summer professional development opportunities for teachers. Used half-day and full-day pull out sessions to present professional development. Established a series of one-hour delayed starts for the purpose of examining student formative assessment data.

- Develop a more competitive salary/benefit program.
Moved Ross teachers to mid-range of county and similar district salaries.

Bulter County Average Teacher Salaries by District 2008 – 2009

Fairfield \$54,391
Lakota \$53,936
Middletown \$53,514
Ross \$51,971
Talawanda \$51,096
Monroe \$49,917
Edgewood \$49,367
Hamilton \$49,098
Madison \$46,184
New Miami \$42,105

Source: Ohio Department of Education
Similar District Average Teacher Salaries
by District 2008 – 2009

Graham \$58,301
Teays Valley \$56,425
Northwest \$56,325
Valley View \$54,805
Keystone \$54,041
Louisville \$53,586
Firelands \$53,053
Lake \$52,775
Crestwood \$52,474
Manchester \$52,442
Milton-Union \$52,056
Ross \$51,971
Buckeye Valley \$51,665
Chippewa \$51,067
Champion \$50,197
West Branch \$49,936
Madison \$49,344
Clinton-Massie \$48,823
Fairland \$48,478
Southeast \$47,614
Johnstown-Monroe \$44,751

Source: Ohio Department of Education

- Use the Instructional Management System (teacher evaluation process) to effectively improve instruction.
IMS has been used effectively to impact improvements in instruction and student achievement.

- Use the administrator evaluation process to effectively improve instruction.
Administrator evaluations have focused on student achievement and instructional leadership.
- Continuing contracts will be awarded to only those teachers meeting expectations as defined by the teacher evaluation system and steps defined in the master contract.
Continuing contracts have only been awarded to those teachers meeting expectations. Extended limited contracts have been used sparingly to provide a one-year opportunity for improvement.
- When applicable, new teaching candidates will complete a mock teaching lesson as part of finalist interviews.
Finalists participated in teaching lessons to actual classes.

GOAL #3: Improve Community Engagement

Indicators:

- Increase communication efforts between schools/district and community by widening the scope of dissemination of information.
Continued effective use of cNotify. District Newsletters published and mailed. Implemented *What's Happening?* on District Web site. Increased press releases. Implemented ross.localsportsradio.com
- Passage of operating levy in 2008 to replace expiring income tax.
Operating levy passed.

GOAL #4: Pursue and Protect Our Investment in Facilities

Indicators:

- Develop and implement, if necessary, a plan of occupancy for the use of the District Office Building for student instruction.
Plan developed and shared with community. Plan to use District Office Building to house 5th and 6th grade students during middle school renovations. Planning underway to permanently house students for the 2011 – 2012 school year to allow implementation of all-day kindergarten in the district.
- Investigate and make the purchase of land or option contracts for the site of a third elementary.
Delayed due to new legislation allowing for segmenting of OSFC building projects and the slow down in new home construction in the district.
- Continue working with the Ohio School Facilities Commission (OSFC) to complete facility projects as part of master plan.

Phase I completed. Phase II, Segment I, bid opening on March 3, 2010.

- Implement a district-wide preventative maintenance program with an initial focus on Ross High School.

Continuation of PointGuard maintenance at RHS. Continued with roof replacement sequence.

GOAL #5: Maintain Fiscal Health

Indicators:

- Replace limited income tax with a continuing income tax prior to expiration

Accomplished.

- Maintain a 50-70 day true days cash ratio at the conclusion of each fiscal year (true days cash measures the ability to operate the district with only the cash on hand)

Closed Fiscal Year 2009 with a 70 day true cash ratio.

- Maintain expenditures per pupil no greater than mid-range of similar districts and mid-range of Butler County

Lowest expenditure per pupil in Butler County for the 2008-2009 school year. Mid-range of similar districts.

Butler County School Districts

Middletown \$10,858

Talawanda \$10,044

Lakota \$9,503

Hamilton \$9,499

Edgewood \$9,453

New Miami \$9,124

Madison \$8,755

Monroe \$8,582

Fairfield \$8,541

Ross \$8,338

Source: Ohio Department of Education

Similar Districts

Valley View \$9,789

Buckeye Valley \$9,631

Champion \$9,280

Crestwood \$9,219

Firelands \$9,044 Madison \$8,755

Clinton-Massie \$8,752

Teays Valley \$8,695

Graham \$8,672
Fairland \$8,582
Manchester \$8,570
Lake \$8,547
Southeast \$8,402
Ross \$8,338
Milton-Union \$8,315
Johnstown-Monroe \$8,025
Louisville City \$7,704
Northwest \$7,610
Chippewa \$7,574
Keystone \$7,510
West Branch \$7,466

Source: Ohio Department of Education

- Negotiate fair and reasonable staff contracts in 2007 and 2010
Negotiated master contract with teachers for 2007 - 2010. Negotiations scheduled for 2010.